



ORGANIZATIONAL DEVELOPMENT DEPARTMENT ANNUAL REPORT 2010

1.0 Overview

The department received funding support from the Swedish Red Cross, ICRC, Finnish and Danish Red Cross. This strengthened the regionalization process through technical and logistical support to the regional centers and branches leading to improvement in the quality of activities, reporting and timely accountability.

Members, volunteers and the Board contributed positively to the achievements. The regions were supported to monitor and supervise branches.

Statutory meetings were held, members recruited, exchange visits carried out, Red Cross week celebrated, and also improvement of infrastructure through constructions and renovations of offices and centers were done.

Youth and membership development was strengthened through the international youth exchange programme. 8 Danish Youth volunteers were received and deployed to four branches, 27 German Volunteers received and deployed to 10 different branches while 6 Ugandan Youth volunteers went for the exchange programme to Denmark.

Data Management was strengthened through coaching of the branch staff in the areas of record keeping and daily analysis of the data. At national level, the programme facilitated a data assistant to support membership and volunteer data processing, storage and dissemination. All membership cards for the period January – December were processed and sent to the respective branches and the programme was able to process membership registers for all the 51 branches.

More youth initiatives were developed and strengthened in the following branches, Mbarara, Kabale, Kibaale, Jinja, Mbale, Kampala West, Kampala Central, Entebbe, Rukungiri, Masindi, Pallisa, Mukono, and Kisoro. The local initiatives included branch youth camps, regional youth camps, inter – branch youth exchange visits and international youth exchange visits to Rwanda and Kenya. A total of 8751 youth/youth leaders participated in the organized activities.

Due to famine that affected Northern and Eastern parts of Uganda, all branches were engaged in food collection for the vulnerable persons. There was strengthened capacity of some branches in disaster response during landslides in Bududa and Kisoro and floods in Tororo. The central role of the Red Cross in quick response to disasters improved her image and support from not only the affected communities but also the external partners and corporates. A total number of 2,205 IDPs from Bududa were resettled to Kiryandongo district.

Branch Governing Boards, staff of both regions and branches together with the Regional Representatives to the Central Governing Board were engaged in the review of the constitution, updating information on assets and discussion on the statutory contribution of 20% to headquarters by all branches.

Annual General Meetings were held in all 51 branches where new members of the Branch Governing Board and Branch Youth Councils were elected.

A National Council / Annual General Meeting with 102 representatives from all branches was successfully held where new members of the Central Governing Board to govern the Society for the next 4 years were elected. Similarly the National Youth Council meeting was held where new members of the NYC executive were elected for the next 2 years.

Strengthening the capacity of branches through the regionalization process was done. The branch capacity assessment of all branches was concluded and analyzed. Provision of technical support in form of monitoring, coaching branch staff and board meetings enhanced effective decision making.

ICRC provided support to Kitgum branch in terms of property, which includes among others, giving out a generator. ICRC concluded its intervention in the region by the end of June 2010, and the sub delegation office closed.

The department has continued to strengthen its support to the major projects of psychosocial support, in Gulu and Lira, Community empowerment and hygiene in Kotido and Kaabong, the ORDINA special support to Hoima and the LPS youth project in Kabale, Masindi, Mityana and Kamuli branches.

Through the community development programme, the psychosocial rehabilitation project was successfully implemented. 4 family groups were supported with oxen, ox-ploughs and seeds for improved agriculture in their communities. The community empowerment project in Karamoja mainly focussed on the procurement, distribution and digging of latrines at Manyata level with support from the community volunteers continued on hygiene and sanitation that reduced the spread of cholera and Hepatitis E

There was effective response in the area of psychosocial support during the bomb blast in Kampala to survivors. This intervention reduced the fear, trauma, self hatred and denials among the survivors and their close relatives.

The community capacity building project focussed on the promotion of participatory methodologies and tools, the scaling up skills using the training manual of community development, the development of the URCS community development strategy and the preparation of 4 community to pilot community development approaches in Arua and Masindi.

The Lake Victoria project in the 4 branches of Kalangala, Rakai, Mukono and Busia supported more community initiatives for self sustenance.

Programme management and implementation was focussed on trained volunteers at community level in the various skills to reach out to the targeted communities. Coaching of the Branch Coordinators, Project Officers and volunteers was key in ensuring the success of the department.

Networking and collaboration between our branches, district authorities and other partners greatly contributed to the success of activity implementation.

SUMMARY OF ACHIEVEMENTS

Objective 1: Strengthen the capacity of branches for effective and efficient service - delivery

- 51 Branches held Branch Governing Board, Branch Youth Councils and extra –ordinally meetings and new board in place. As a result, branches sent 102 National Council Representatives including National Youth Council that attended National Council meeting where members of the Central Governing Board and National Youth Council executives were elected to serve the Society for 4 years and 2 years respectively
- 13,970 new members were recruited during the period where 1,826 life, 1,236 Annual, 10,605 youth, 126 women groups , 158 youth links and 19 corporate registered
- The constitutional Review was conducted in all the Branches through meetings held by the Central Governing Board representatives. The ammended “The Constitution of the Uganda Red Cross Society” was signed and approved by the National Council as a working document
- At least 1 Staff and volunteer meetings were held in all Branches and in the 4 regions
- 2 International and 3 local exchange visits for staff and volunteers were conducted
- All branches were engaged in food collection for hunger affected areas
- The Lake Victoria Programme and Twinning cooperation activities were implemented
- The planned activities for Phsyscosocial support project in Gulu and Lira branches were all successfully implemented

1.0 Skills development / Capacity building

The BFCs attended a two day workshop on media relations to enrich their skills in media relations.

The BFCs of Kibaale and Nebbi received training in Logical Frame work approach in Project proposal development. Luwero and Masaka branches attending a one week training in tracing which enhanced branch capacity to implement activities in a more effective and efficient manner.

Focal persons were recruited in branches of Arua, Moyo, Adjumani, Kibaale, Nakasongola, Ntungamo, Kampala Central, Kampala South, Pader and an Ag. Branch Coordinator for Bubulo with view of extending services to the vulnerable communities.

Branch Focal Persons were oriented on the URCS Strategic Plan, Branch Policy and Volunteer guidelines. This was useful to enable them work within the frame work of URCS.

Five Branch Focal Persons and Branch Accounts Assistants were recruited to assist in improvement of financial management and records in the branches as well as implementing activities.

All transferred Branch Coordinators settled in their new branches. The transfer meant to enhance efficiency and effectiveness.

Masindi, Arua (Yumbe) and Moyo branches acquired land for development. In addition Uganda Land commission allocated a plot of land with two structures to Moyo branch. Payment of rent was reduced to only one branch.

Three branches (Arua, Masindi and Nebbi) are in the process of acquiring land titles for the URCS plots. When completed this will promote the development of the branches.

Organizational Development Staff and 1 Psycho- social officer underwent a one week training session in Planning Monitoring and Evaluation with an objective of acquiring more skills in monitoring of activities and projects.

One staff person was also recruited in Pader.

50 branches conducted 63 BGB and BYC meetings. This strengthened the relationship between management and governance.

Branches updated branch assets inventory.

Kampala East wrote and submitted two (2) project proposals to French Embassy.

Tororo Branch formed a new sub branch in Nagongera and a focal person was identified to oversee the office. An interim sub branch board was put in place during the AGM.

Moyo branch acquired assets, 100 seater Tent and 100 plastic chairs as an income generating activity for the branch.

Masindi branch received 4 Laptops from Ordina to facilitate and strengthen the branch Internet Cafe and the training school, this will therefore help in generating more revenue for the branch and increase computer skills to both the trainers and trainees, easy access to information through internet and good data management.

1.1 Monitoring and supervision by Regional Officers

The Regional Teams conducted Support supervision and monitoring visits to all branches in the regions together with the members of Central Governing Board (Regional Representatives).

The monitoring and supervision exercise enhanced the linkage between the Central Governing Board and the branches, assessed branch capacities in adherence to Uganda Red Cross Policies and Guidelines, and follow up implementation of resolutions of the Central Governing Board and the quality of programme implementation. Thus further creating good working relations between Management and Governance.

1.2 Logistical support to the regional centers

All the branches in the region received funds from at least one of the departments for the implementation of activities.

1.3 Red Cross Week Celebrations

All branches participated in the Red Cross May week and International Red Cross/Crescent Movement 150th Anniversary celebrations with the theme of “strengthening community resilience against disasters”. The celebrations strengthened the mobilization of communities to respond to climate change adaptability, membership and volunteers mobilization and development and capacity building of the branches in the region. Various activities were carried out which included community service by planting 1 million trees, painting zebra crossing, dissemination, blood donation -collected 1,421 units- and assisting the needy with some basic items.

1.4 Constructions

Hoima branch was able to complete the construction of the Administration Office block out of local resources which accommodated the Regional Office . This confirmed the level of self sustainance of the branch. The branch put up one Lock Up shop for Income generation. Hoima branch put up an office in Kyangwali Refugee settlement for coordinating Tracing and other URCS activities in the area.

Soroti completed the Renovation of the office and Busia conference hall and kitchen were completed and were expected to improve financial base of the branches.

Kumi Branch completed the roofing of the office and constructed a pit latrine using locally generated income. So Kumi was offered a plot of land in Bukedea town council with a view to developing it for future office premises for the sub branch for Bukedea district.

Kotido and Moroto completed the construction of the Pit latrines. This has improved hygiene around the office.



Moroto latrine pit

Abim sub-branch office construction not completed due to limited funding.

Mbarara branch project construction of the shopping mall progressed on well. The construction reached second floor.

Mbarara branch canteen operated well and the generated revenues assisted the branch to finance youth activities such as corporate league and exchange visits thereby involving the young people in service delivery and building the strong volunteer force.

The Mbarara branch wood lot project was well maintained.

Ibanda sub branch pursued the land that was offered by District officials.

Abim sub-branch office construction was at a halt.

Lira branch land title processing reached Lease offer level, Kitgum and Apac (including Oyam sub branch) land were inspected by the Area Land Committee, Adjumani branch bought their own land (80 meters X 50 meters at 1.5 Million UGX).

Lira branch rented the warehouse for income generation to the tune of shs. 3,840,000/=.
Kitgum branch initiated the process of acquiring land title.

Gulu branch constructed a two-roomed house for rental. It is constructed next to the Red Cross disputed land to avoid further encroachment by the neighbors.

Pader branch acquired one big functioning installed generator.

Nakasongola branch acquired one acre of land to be developed gradually.

1.5 Local resource mobilization

The majority of the branches still depended on membership recruitment as their main source of raising money to support activities and payment of support staff. Mbarara, Bushenyi and Rukungiri branches raised a total of 750,000/= from rent canteen, hostel, and lockup shop. Sironko Branch through local partnership with African Village received 600,000/- which they used to purchase bookshelves for the office.

Apac branch continued with the operation of canteen and rendering catering and hotel service for the WATSAN projects that raised Ug.shs. 21,000,000=.

Mbarara branch hired out three offices to Child Health Uganda at an amount of Ug.shs. 3,600,000=.

1.6 Acquisition of logistics

Ntungamo branch was provided with motorcycle, computer and printer while Kisoro branch received computer, printer and Internet connection. All these facilities eased transport and communication which had been a major problem.

1.7 Skills Development

The Branch Coordinator of Nebbi and the Focal person Kibaale attended one week training in Disaster Management organized by OPM in Entebbe. This helped the branch staff enhance their knowledge and skills in Disaster management

5 DM Focal Persons in the piloting branches received skills training in Jinja organized by Disaster Management. This has enhanced branch capacity to implement activities in a more effective and efficient manner

1.8 Annual General Meeting, Branch Governing Board, Branch Youth Council Meetings

A National Council annual general meeting with 102 representatives from all branches was successfully held where new members of the Central Governing Board to govern the society for the next 4 years were elected. Similarly the national Youth council meeting was held where new members of the NYC executive were elected for the next 2 years.

1.9 Branch Governing Board Meetings

The major issues discussed were the constitutional review, update on assets and the 20% statutory contributions by the branches to the headquarters. This strengthened the capacity of the branch boards to plan and monitor branch activities and participate in constitution review.

1.10 Staff meetings

All branches and regions held their meetings where they discussed the progress in activity implementation; the gaps and avenues for improvement. They also shared experiences on new initiatives to be developed in their branches.

The 4 regions held Regional Review meetings and issues discussed were mainly on how to improve performance and activity implementation in Branches, performance appraisals, Reporting and Accountability and working relationship with District authorities.

The meetings improved on working relationship at all levels and team work was exhibited.

1.11 Planning Meeting

A mid term review of the Strategic Plan 2007 – 2010 was conducted in the selected branches of Soroti, Tororo, Iganga, Mukono, Kampala East, Kampala North, Kabarole, Mbarara, Kabale, Nebbi, Apac, Hoima, Mityana and Kitgum.

Planning meetings for 2010 took place and the regions presented priority areas of the branches that were included in the overall departmental plan.

1.12 Networking and collaboration

Networking and collaboration between our branches, district authorities and other partners greatly contributed to the success of activity implementation.

The department strengthened her Networking and collaboration with other organization such as Ministry of Gender Labour and Social Development, DRYC, FRC, NLRC, EU, DRC, DFCU Bank, ORDINA, Belgium Red Cross Youth, German Red Cross, Australian Red Cross, Kenya Red Cross, Burundi Red Cross, Rwanda Red Cross, Tanzania Red Cross, Karamoja Working Group, UNOCHA, Gulu University, ACF, AVSI, Ministry of Local Government, GUNASO, Uganda Police among others were strengthened through meetings and sharing of information.

Partnership between Masindi branch and Ordina continued to progress, with proposal to fund some activities in the branch. A proposal to support Computer Training center in Masindi branch was already submitted for possible funding.

Kampala East branch attended 5 partnership meetings with different organizations.

A team of seven people from Luwero branch conducted an exchange visit to Kampala east aimed at sharing information and challenges regarding phase in and phase out of some clients. Sudanese and Kenyan team from the Red Cross family visited the branch aimed at sharing of information ideas and challenges.

The Kampala East Branch worked well with the local leaders within the branch as well as other organizations providing HIV/AIDS related services.

Mbarara Branch joined the corporate body of all most companies in Mbarara.

Nakasongola Branch together with Save the Children Uganda carried out training of child headed families on Home Based care, IGAs and psychosocial support in two sub counties in the district.

1.13 Twinning Cooperations

The branches received 163,500,757/= for implementing activities. This resulted into 106% of activities implemented. The year has successfully seen branches improve on their sustainability by ensuring that volunteers, members and staff attain some trainings in mitigation of disease and disasters, consolidated their IGAs, by either adding to the already existing one like the tents and chairs or completing their construction like Soroti, Katakwi and Entebbe. More networks have been created through increased membership and volunteers bases, IGAs for the women/youth groups, participating in both National and International exchange visits. MOUs were signed between Mubende, Katakwi, Soroti and their partners – in Sweden (sub branches and Leksand Municipality where Red Cross is playing a leading role. A review of the twinning cooperation with the sub-branches of Mbale branch was made with the partners, volunteers and staff expressing the need for continued twinning partnerships. Youth camps were held which promoted the retention of the youth.

The branches held their governance meetings, were visited by the CGB regional representatives which enabled a lot of experience sharing especially in areas of feedback from the various governance meetings. The governance and regions supported the branches through monitoring of activities which ensured compliance to work plans.

Networking activities within the local authorities NGOs and the twining partnerships have continued through meetings, e-mails and exchange visits. These have resulted into reduced duplication of activities and commencement and strengthening of Municipality to Municipality partnerships and school to school partnerships

1.14 Lake Victoria Program

The LVP project has continued supporting the fishing communities around the lake by utilizing the trained volunteers who continued playing a center role during interventions. Integration during activity implementation has added value to the qualitative and quantitative impact of the specific activities and also prepared the communities for activity implementation and interventions.

The communities have been trained in Community Basic First Aid, entrepreneurship skills in Rakai and sensitized about HIV/AIDS through sports, dance and drama, sign posts and general health talks, The RCAT team of Mukono has responded to accidents victims along the Kampala Jinja high way and BDR activities carried out with Kalangala branch being a new entrant reflecting the impact of peer education. Relief has also been distributed to disaster affected communities. The branches have hosted and participated in activities organized at national level which include youth camp, searching for the Queen of Lake Victoria and various trainings. The membership base has continued to grow along with the volunteer base, while the governance gave support through participating in meetings, monitoring and supervision.

Recognition of the activities implemented has been realized by the signing of partnership agreements and electing of the staff of Mukono for the chairmanship of NGO.

Objective 2: Mobilization, development and retention of youth as the most active volunteer force to respond to their vulnerabilities and needs of other vulnerable people in the community.

2.1 Youth and Volunteer initiatives.

56 Youth and volunteer initiatives focusing on both rural youth and in school links were supported from 23 covering all the five Red Cross regions. The project proposals were developed by the youth leaders who were trained in the PPM and LPS skills at branch level. There was increased involvement of the out of school youth at community level to identify their needs and develop initiatives to address them.

A total of 4834 youth were involved in locally initiated youth activities which included branch youth camps, inter branch youth exchange programmes, international youth exchange programme, inter link debates etc. The international exchange programme included countries like, Kenya, Tanzania, Rwanda and Burundi in which youth exchanged ideas on promoting youth activities in the two sister branches. Branches initiated various activities to promote youth participation in Red Cross activities and shared experiences and ideas. They also supported the school orphans with old clothes, shoes and scholastic materials. Initiation of activities by different branches is a sign of increased capacity of the youth to identify, implement and support activities that promote not only their personal needs but also the needs of the community. It is also an indication of the use of the acquired skills in form of project planning and management, leadership skills and life skills trainings undertaken by the programme.

Several branches were assisted by the department in the exchange trips that they organized both local and international.

A Junior Youth Holiday and Self Sponsored camp was held in Mityana branch.

As a result of these initiatives, a total of 921 volunteers benefited from the various activities organized. This activity was very crucial in the involvement of the youth in various activities and utilization of the acquired skills through the trainings conducted such as project planning and management, leadership and life skills development.

After a training of link members in Project Planning and Management, the link members identified a viable project and wrote project proposal.

2.2 Training in Leadership skills

One national training of volunteers in leadership skills for 26 participants from the 17 focus branches was conducted. Participants gained diverse skills in leadership that are expected to be used in the branches. The trained volunteers drew a programme to organize and train the link executive members in their various branches. This activity was vital as it is aimed at organizing the community youth groups.

2.3 Final evaluation of the Youth Programme

A final evaluation of the Youth programme was conducted by an external consultant and gave highlights on the progress in the implementation of the youth programme activities as per the Youth programme document, the achievements registered, areas of improvement and the recommendations.

6 branches were sampled for this final evaluation and included Kabale, Mbarara, Pallisa, Mbale, Luwero and Masindi. A final report was presented and the programme is to make action plan on how to address the recommendation given.

2.4 Mid- term meeting of the youth exchange programmed

A midterm review of the programme was held where 24 participants (8 Danish volunteers and 6 BFCs, 10 volunteers from the host branches) participated. The team discussed the progress in the implementation of the programme, the achievements registered, challenges faced, lessons learnt and the plan for better implementation of the second phase of the programme. Also, the meeting evaluated the achievement made by the IYEP especially the relevancy of the exchange programme.

The team discussed the draft work plans for activity implementation in the 2 branches to be visited for the 10 day implementation period.

2.5 Danish Youth Volunteers

Eight Danish youth volunteers were received and oriented. In a bid to prepare them for their stay in Uganda and introduce them to the Uganda Red Cross cultures and activities to enable them handle the situations in which the activities are held. They were based in Mityana, Kabale, Kamuli and Masindi where they participated in implementation of activities.

The branches were supported to host the Danish youth volunteers. The volunteers implemented activities which included orientation of branch task forces where a total of 72 volunteers from the four branches were oriented in their roles and responsibilities conducted 96 LPS/peer sessions for the in schools, 16 LPS sessions for the out of school and 10 parent to child LPS sessions reaching 1640 beneficiaries and development of LPS messages be used on the IEC materials for the project branches.

2.6. Conduct IYEP in 2 Branches

As part of the IYEP programme, 2 branches of Mpigi and Bundibugyo hosted the Danish youth volunteers for 10 days in which they participated in the various activities of the branches which included dissemination and membership recruitment in 8 schools where they reached 1670 young people with Red Cross messages. The volunteers held youth camps focusing on Life Planning skills in which 97 youth leaders were trained as life skills facilitators in the two branches.

The activity was successfully conducted with the Refresher training of 64 trainers in LPS, Branch task force in the four branches increased by 50% with an aim of doubling the targeted audience.

Branch task task was strengthened by increasing the number of LPS facilitators and supporting the out reaches in the various communities. As a result of these sessions, 681 youth in school and 133 out school youth were reached with Life skills messages and peer education skills.

This activity was very important to the branches hosting the Danish volunteers as it increased the general participation of the volunteers and it equipped them with skills relevant for planning of more initiatives and addressing personal challenges.

The Focus on LPS under the IYEP programme has developed skills of the volunteers in training fellow youth and reaching out to the communities to understand their own problems and how to address them.

2.7 Final Evaluation of IYEP

A final evaluation of the international youth exchange programme was conducted in Kamuli branch by Danish volunteers, BFCs and focal persons from the 4 implementing branches.

Key recommendations for a better programme planning, selection of activities for implementation and sustainability were discussed.

Both DRCY and URCS would keep updating each other on the progress of the project and the preparation of the incoming Danish team.

2.8 Inter-branch Branch Youth Exchange

3 inter branch youth exchange visits were conducted between Masindi, Arua and Nebbi. This led to increased membership and youth involvement in URCS activities.

Four links in Mbarara participated in youth exchange visits. A total of 20 girls and 40 boys participated. During the visit, 12 youth were recruited (all males) as a result of dissemination.

3 Inter link exchange visits were conducted in Masindi Branch, this motivated the young people to voluntarily participate in URCS activities.

2.9 Community training in Project Planning and Management (PPM)

Five Branches organised a training in PPM for rural youth groups. 50 out of school youth participated and benefited from the training. After the training, the trained youth were tasked to develop an initiative for their rural links. It is expected that the groups will in the near future be able to come up with more initiatives and also improve on their skills in project management.

2.10 Networking and collaboration

Two youth exchange visits were conducted by Mbale youth visiting Jinja and Tororo youth visiting Busia.

Objective 3: Developing and implementing volunteer and membership, management systems and raising quality of membership for improved productivity and self-sustenance.

3.1 Dissemination and Membership Recruitment

Branches with ongoing projects under school to school and Life Planning Skills registered high membership since the youth were always engaged and participated in various activities.

Volunteers can only be retained in the branch if there are activities.

These different categories of membership can be summarized in the table below:

Category	Male	Female	Total
Life	1,018	808	1826
Youth	5770	4835	10,605
Annual	592	644	1,236
Youth Links	NA	NA	158

Women groups	NA	NA	113
Corporate	NA	NA	19

The department put a lot of emphasis on membership recruitment and development
There was a tremendous improvement on membership recruitment and retention in all branches.

One media dialogue for 22 participants was conducted in Hoima region drawing participants from all the ten media stations Branches in the region.

One dissemination session for 170 police Commanders from all over the country was conducted. Four police officers were recruited as Life members of Uganda Red Cross.

2.2 Data Management.

This included collection, documentation and storage of membership and volunteer information and data at branch and national level. This was enhanced by supporting the focal persons from 17 priority branches and 2 volunteers at national level. 60 sets of membership register books were procured and distributed to all the 51 branches to harmonize membership data management. The computerized data management system continued to be used at national level to capture membership data for accessibility and use by other programmes.

This increased the timely processing membership cards and better records management.

3.3 National Youth Council executive meeting.

Members discussed the youth programme plans and budget for 2010 especially the plan to strengthen the youth initiatives at link level. They further discussed how to support BYCs in strengthening their role of monitoring links. As part of the out come of the meeting, members agreed to support the programme in continued networking with other youth focused organizations at national, regional and branch level.

The 3rd quarter National Youth Council (NYC) executive meeting focused on the constitutional review process and the revision of the national youth policy; the views of which was to be integrated in the draft constitution.

Members further discussed the progress on the construction of the Youth centre and plans to continue holding youth activities at the centre.

The NYC meetings were crucial in sharing a common understanding on key youth issues to be discussed in the Central Governing Board and committee meetings. The NYC members emphasized the need to strengthen youth recognition and involvement in the URCS activities and to ensure effective mobilization of volunteers to sustain its activities.

3.4 Support to Branch Capacity Building

The programme supported two branches of Kampala Central and Jinja to develop capacity in youth mobilization, membership and volunteers' recruitment, development and retention. Jinja branch, through youth mobilization, opened up two youth links with a total of 45 members and Kampala central recruited one cooperate member.

3.5 Debate in youth Link

A debate was organized and conducted in higher institutions of learning which showed that there is need for continuity of such a programme as the results and reactions of the persons who took part were positive to the initiative.

3.6 School to School project

The project continued to be implemented in four branches- Arua, Pallisa, Luwero and Rukungiri (Kanungu sub branch). It was implemented by the 4 youth leaders who participated in the International Youth exchange programme in Denmark and supported by the Youth and Volunteer management programme officer, Branch Coordinators and former delegates in the implementing branches.

The participants developed action plans for the implementation of the project in their branches and to ensure that sustainability of the project is achieved.

A project visit by three officials from DUF and the Secretary General of DRCY together with international Youth coordinator took place. The Branches visited included the present and the former school to school project branches namely Luwero, Rukungiri and Kampala North respectively.

A final evaluation of the project was conducted with the participation of the DRCY long term YEV and Ugandan Youth Exchange volunteer. The team interacted and shared with the youth volunteers from the links, BYC, youth leaders and management at the headquarters about project implementation in which they expressed satisfaction at the progress of the project. Sustainability plans were made by the branch and link volunteers, and discussed by all members.

3.7 Holiday Youth camp

Branches of Arua, Nebbi, Masindi, Mbarara, Jinja, Mbale, Bubulo, Entebbe, and Soroti –Kaberamaido sub-Branch organized camps which was attended by youth volunteers. They were trained and focused on Life planning skills Project Planning management, membership recruitment and planned on how to conduct out reaches in the various communities.

3.8 Branch Youth councils quarterly meetings

39 Branch Youth Council (BYC) held their quarterly executive meetings with an average attendance on 5 members per branch.

3.9 Sports and Games

The programme received 300 balls and 398 sports uniforms from DRC and were distributed to Rukungiri, Kabale, Mbarara, Masindi, Mityana, Kamuli, Arua, Paliisa, Entebbe, Gulu, Jinja, Luwero, Mbale, Adjuman, Apac, Lira, Kibaale, Kampala North, Kampala Central and Mukono branches. Inter-link and inter- branch football competitions were organised and a total of 2815 people participated.

3.10 Meeting on German cooperation

The programme held a partnership meeting in Jinja focusing on the new cooperation with German Red Cross for volunteer exchange. The meeting was attended by sixteen GRC volunteers (hosted by URCS and Mukisa Foundation) 7 Branch Coordinators, a staff of Mukisa Foundation 2 URCS head quarter staff and 4 staff of GRCS. The meeting focused on the cooperation and looked at ways of making the cooperation better drawing on the experiences gained so far strategies of strengthening and laid cooperation.

The youth volunteers based in Entebbe participated in an exchange trip to Kisumu branch of Kenya Red Cross society and the experiences gained are to be used to organise other similar activities. The GR volunteers in Jinja, Iganga, Busia and Mbale participated actively in the organisation, mobilisation and facilitation of the branch youth camp.

3.11 Orientation of Germany Red Cross Volunteers

Orientation for GRC volunteers was successfully carried out. This was the second group in the URCS/GRC cooperation for volunteer exchange. Twenty one volunteers were oriented in areas that are aimed at assisting them to implement activities in different communities of varying cultures. The volunteers were placed in branches of; 2 volunteers in Mbale, 2 volunteers in Iganga, 1 volunteer in Jinja, 2 volunteers in Entebbe, 2 volunteers in Bushenyi, and 2 volunteers in Kabarole 2 volunteer in Busia, 2 volunteers in Tororo, 2 volunteers in Kumi, 2 volunteers in Mukono and 2 volunteers in Mbarara..

3.12 Support Germany Red Cross Volunteers host branches.

The Department supported all the Branches hosting German volunteers with funds. 41 dissemination sessions reaching a total of 881 people.

GRC volunteers support ongoing branch activities and as a result, various branch initiatives are coming up in different branches as a result of the volunteers.

3.13 Visit by Danish Red Cross Youth International Youth coordinator

The department hosted the international youth coordinator of DRCY who visited two IYEP host branch of Kabale and the LPS project area- Gulu branch. He was able to meet the volunteers in the final meeting of the IYEP when discussions and recommendation for the future was being discussed.

3.14 School to School project

A national training in Project Planning and Management skills and Life planning skills was conducted for 8 members of the BYC and 8 patrons from 8 school links and 8 youth members from the project schools. They were further trained in communication, mobilization, facilitation and report writing skills so that they could use them in the identification, planning and implementation of the project activities in the links.

ICT is a major component of school to school project. Youth leaders trained the project class of 60 youth from each of the project branches in computer skills and utilisation of internet to communicate to the counterpart schools in Denmark

3.15 Support to branch capacity Building

Youth initiatives were developed in both branches in form of camps, exchange visits, membership recruitment and volunteer engagement in various activities.

3.16 Life Planning Skills Project Implementation

Four Branches of Kabale, Masindi, Mityana and Kamuli continued to implement LPS activities in schools and out of school youth links.

A second branch training in LPS was conducted in each of the four LPS implementing branches with support of an external facilitator and 7 peer educators were refreshed and 7 new ones trained as Peer Educators.

A branch task force made up of seven trained peer educators were responsible for implementation of the project activities in each Branch.

The branches conducted peer sessions/out reaches and the out come was as follows:

BRANCH	NUMBER OF YOUTH REACHED
Kamuli	210
Kabale	234
Mityana	241
Masindi	265

3.26 Networking and collaboration

Various branches strengthened their network and through partnerships with different youth focused organizations sharing experiences, ideas and practices that addressed issues of the youth in the community.

Objective 4: Empower communities for self-reliance and self-sustenance

4.1 Conduct School visits for children

162 school visits were conducted in which 86,003 children were interacted with in the various activities at school. Their performance and attendance were discussed and counselling done.

As a result of these school visits, there was improvement in the relation ship between the children and teachers.

As a result of these visits, teachers reported improvement among the children in form of regular attendance of class, participation in other school activities and cleanliness than it was before.

4 schools have initiated the 'school garden' project where they will be engaging the pupils to cultivate their own food and learn agricultural skills.

14 Red Cross youth Links were formed and 200 pupils registered as Red Cross Youth Members and 8 life members.

4.1.2 Procurement of scholastic materials for children.

A total of 280 customised dozens of books, pens, pencils, school bags and rulers were procured. These were meant to supplement the education of the children. The materials were important in the improvement on the academic studies of the children. In addition, they contributed to reduction in their drop out from schools due to lack of essential school needs.

Information, Education and communication materials were procured in form of brochures, Posters and T-shirts for increased dissemination of the project focus activities and life skills messages for the general community specifically for the children.

4.1.3 Children recreation activities

Other than counselling, the volunteers engaged pupils in various games that are more specific to bringing about a key messages or skills.

Through these games, several skills were trained such as team work, drama, leadership, problem solving, and self esteem which are helpful in strengthening the personality of the children.

As a result of the children recreation activities, there was increased interaction among the children as well as attracting more children from the community to participate in the programme. The small number of girl participation is still attributed to cultural hindrances that don't allow girls to easily move out to participate in social events.

4.1.4 Conducting Music dance and drama out reaches

There was increased sensitization and passing on key messages on Peace and conflict resolution and live hood support through music and drama groups especially in Gulu branch.

Some of the activities that characterise school visits include drama as shown in the picture below



4.1.5 Referral Activities.

Two key referral cases by volunteers to Health Alert Gulu were handled. 2 children who were formerly abducted by the rebels were referred to the hospital for surgery. 6 children were referred for Voluntary Counselling and TASO Testing to Marrie Stoppes. The referrals were important in linking the children to other service providers.

4.2 National Refresher Training for CVCs and TOTs

National refresher training for CVCs and TOTs was held in which 60 Volunteers benefited from the skills imparted by the various trainers both internal and external. The training focussed on the practical approaches to the various activities carried out in the field including how to identify a child in need, a traumatised person.

4.2.1 Joint Planning and Review Meetings at national and branch level

Three project planning and review meetings were held one in each of the 2 branches and 1 at the national level. During the meetings, there was interaction and sharing of experiences with other partners in the areas of counseling, HIV prevention, care and support and livelihood development. The stakeholders reiterated their commitment to support the Red Cross activities through providing facilitator.

4.2.2 Review and Training in the Manual

To increase and harmonize the use of information on psycho social support and training at community level, the volunteers were trained in the use of various IEC materials and the manuals to increase their knowledge and skills.

4.3 Support Family group Initiatives

8 new family groups were formed. The groups are an additional to the 4 group formed in 2008. These groups came up with cultivation to be engaged in goat rearing, piggery, self initiatives saving scheme. The beneficiaries of goats are giving out the young ones to their colleagues such that all the 20 children will get a goat.

They share ideas and experiences on the challenges affecting their families and devise joint solutions. Furthermore, the groups provide additional labour to group activities for improved livelihood.

11 CVCs were trained on quality seed multiplication and production of sweet potatoes for consumption and income. Furthermore, 9 Volunteers of Lira Branch were trained as trainers in business and marketing skills they are expected to.

All the Red Cross groups were identified for seed multiplication sites. This will improve the nutritional and raise the income base of the family groups' members.

4.3.1 Conduct Home visits

These Volunteers were supported with bicycles & protective materials to ease their work and motivate them. They reached 1,109 households and 24 schools, covering 827 children and 5,180 household members.

Focus is made of some specific follow up cases that may have been shared during the schools visits or the recreation activities that the volunteers needed to share with the family for the betterment of the children. They explained on issues of hygiene promotion, food storage, food production and income generation.

Hygiene improved in home. In the entire 320 homes, the child beneficiaries changed from sleeping on the ground to a bed with a mattress, blanket and mosquito net provided by the programme. Furthermore, at least half of the families in each parish had a drying rack and a toilet.

3840 visits were made. This has resulted into coping mechanism of positive living, in harmony with entire household, and Linking family members relevant agencies/departments for further support.

A total of 100 households dug own pit latrines.

2 monitoring visits were conducted to follow up on the progress of the implementation of the activities. One monitoring visit was conducted together with the Finnish Red Cross Health advisor.

Key outcome of the visits developed a general implementation guideline to make it available to the volunteer and the branches to streamline the approaches and develop similar messages to the community.

Regular monitoring and support supervision visits were carried out by the regional project officer where he interacted with the volunteers, parish chiefs, family groups and the branch staff in the project implementation.

4.4. Procurement of the Project Vehicle

A vehicle for project was procured.

4.5 Support to volunteers

Volunteers were given daily activity record registers. This helped them to compile their record on the type of information shared with the communities.

4.6 Support supervision

The department conducted a support supervision visit to 11 branches of Mbarara, Kabale, Kisoro, Rukungiri, Bushenyi, Masaka, Hoima, Masindi, Kamuli, Mityana and Pallisa. The visit supported the branches in general planning of youth work and data management. The visit included meeting the members of the board, the BYC and full time volunteers.

4.7 Staffing

A project officer was recruited and officially posted to Gulu region to oversee the direct implementation of the project in the 2 branches of Lira and Gulu.

4.8 Training of Teachers in Psycho social support skills.

A team of 64 teachers and head teachers from the schools within which the supported children are was trained in basic psycho social support skills. These included an in-depth understanding of children care, children needs, conflict management and counselling. As part of this training, all head teachers agreed to register their schools as formal Red Cross links and to recruit life and youth members.

Some of the teachers who were trained in psycho social skills listen to a facilitator.



4.9 Support Family group Initiatives (agriculture)

In a bid to strengthen the work of the family groups, the project in partnering with International Potatoes Centre-CIP to increase the production and multiplication of the Orange Flesh Sweet Potatoes which is highly nutritious in Vitamin A and has short maturity period. Supported to plant over 52797 heaps of potatoes and vines. Due to frequent interaction by parents and care givers in Family group activities, there was exchange of ideas, skills and information on disease control, care for the sick in homes and other skills which are vital in improving the conditions of their families.

4.10 Skills needs assessment

This activity was carried out in the two branches of Lira and Gulu aimed at generating bench marks and baseline information of the skills needs at community level in relation to psycho social support, branch capacity building and sustenance and reaching more to the war affected children with longer lasting interventions.

4.11 Pre testing of the community development manual.

Uganda Red Cross Society is one of the 5 national societies that came together to develop a community development manual, curriculum and tools for use by the various programmes at community level. A pre testing exercise was conducted by external consultants from Nairobi and the Regional Manager of the Netherlands Red Cross.

5.0 Lessons Learnt.

Strengthening inter-programme integration is key in sharing experiences, skills and expertise which promotes the programme intervention. A close linkage with the youth and volunteer management programme, communication, fundraising and food security programmes for instance promotes the dissemination of project activities not only internally but also to the external public which increased visibility and recognition.

Team work spirit and group participation makes implementation of activities successful

Capacity of the young people can be developed through equipping them with various skills which builds their character.

Involving community leaders especially school teachers and head teachers promotes project activities and support the volunteers in mobilization.

Youth initiatives promote motivation among young people in planning and implementing activities that are developed from the grass root needs.

Skills development among young people increases their capacity to identify their own challenges and develop activities to address them in different localities.

Joint youth initiatives such as camps, fellowships, exchange programmes promote knowledge, information sharing among the youth, increase their capacity to initiate and implement their own activities.

Regular visits to the project areas as well as keeping a close relationship with community volunteers increases their capacity and energy to do more and reached further. Through coaching, volunteer get external skills to use in circumstances where they find challenges.

Networks promote innovation and efficient use of the available resources.

Improvement in record keeping and data management on activities of the branch leads to better performance and decision making.

Monthly operation meetings at the branch promote integration among volunteers and staff.

9.0 Recommendations

There is need for the partners to re-consider supporting the first quarter activities rather than only sending funds in second quarter that may not be used for activity implementation in first quarter.

Need to support branches with digital cameras to enable them take photographs since it is now prerequisite to have photos about implementation.

Develop aggressive resource mobilization strategies to meet the increasing challenges.

Need to support Branches with transport facilities to ease the implementation of activities.

More focus needs to be put on the construction and completion of the national youth centre as a long term strategy to empower the youth and create more sustainable initiatives.

There is need to strengthen both local and international partnerships as well as creating new ones as it is a very big determining factor of activity levels in the branches and the national societies.

There is need to reconstitute the family groups next year so that they are based at village level where more families will be incorporated and more groups formed.

Need to extend psychosocial project to more 4 sub counties for its great impact to be shared by other community in each of the 2 districts. Whilst there is need for URCS to scale up this project or even upgrade to a programme of its own as it presents a big opportunity.

1.0 Conclusion

The department plans to involve more volunteers for cost effectiveness and sustainability.

The emphasis on the youth initiatives was key in stimulating innovation and capacity building of young people and the volunteers in the branches. More effort will be put in ensuring efficiency and involvement of the various stake holders focusing much on the links. The new cooperation established are also good enough and the strong national youth council executive that plans for the youth also played a great role in performance of the program.

The psycho social support project has been very instrumental in remobilising and uniting the communities that were not used to share joint activities and achievements for a long period of time.

With support from the Netherlands Red Cross, the community development manual and tools development and pretesting will be important in the development of the project at community level and ensuring impact in an effective and efficient manner.

The department has reached out to the communities at grassroot level with activities through branches and regions. The interventions have made differences in the various levels. Youth initiatives have kept the young people motivated and active while the psychosocial support in Gulu and Lira has been entrenched into the communities. Sustainability in all the above activities will be added value to the entire livelihoods of the community we serve.

Four Sub branches of Koboko and Yumbe Sub branches in Arua and Kiryadongo and Buliisa in Masindi branch became active as a result of interventions.

A mid term review of the Strategic Plan 2007 – 2010 was conducted in the selected branches of Soroti, Tororo, Iganga, Mukono, Kamapala East, Kampala North, Kabarole, Mbarara, Kabale, Nebbi, Apac, Hoima, Mityana and Kitgum.

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